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ABSTRACT

This report of the California Community Colleges Chancellor's Office lists salary information for chief executive officers in the California Community College System, as well as salary information for the chancellor's executive staff, for 1997-98, 1998-99, and 1999-2000. Three major configurations of community college organizational structure were observed: (1) 20 multi-college districts, administered by chancellors with an average 1999-2000 compensation of $154,466; (2) 56 colleges in multi-college districts, administered by presidents with an average 1999-2000 compensation of $116,749; and (3) 51 single college districts, administered by superintendent/presidents with an average 1999-2000 compensation of $129,676. The 1999-2000 salaries for executives in the Chancellor's Office range from $80,494 to $169,860. Tables are included listing executive compensation by district and individual college for as well as compensation by position title for the California Community Colleges Chancellor's Office Executive Staff over the same three year period. (PGS)

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Executive Compensation

in the

California Community Colleges

1999-00

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September 2000

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Executive Compensation

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California Community Colleges

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September 2000

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Preface

The California Postsecondary Education Commission (CPEC) is required by the Legislature to annually produce a report entitled, *Executive Compensation in California's Public Higher Education*, which has information on the compensation earned by the chief executives in the California State University and the University of California. The report also includes the salaries of the executive staffs of the two systems. The California Community Colleges Chancellor's Office asked that CPEC include information on chancellors and presidents in the community college system, as well as the salaries of the chancellor's executive staff.

The information in this report was developed from surveys sent on *March 3, 2000*, to chancellors and presidents within the California Community Colleges. It is important to remember that there are at any point-in-time some interim positions and some new hires in which contracts are re-negotiated. This report is shared with the Board of Governors, CPEC, local trustees, chief executive officers, and any other interested parties who may have a need for the information. It displays three years' worth of data for chief executive officers of the California Community Colleges and for the Chancellor's Office executive staff.

We wish to thank Vera Weise and Channing Yong who are responsible for the information and provided the brief analysis. Technical questions regarding the data may be directed to Channing Yong in the Research and Analysis Unit at (916) 327-5883.

Patrick J. Lenz
Executive Vice Chancellor

Compensation of Chief Executives in the California Community Colleges

1999-00

The information on executive compensation was collected from surveys sent directly to chancellors and presidents of the California Community Colleges. The total compensation of these chief executives include their annual base salaries and any stipends for extra education and duties (doctorate, serving in dual positions, etc.).

Among the community colleges are found three main organizational arrangements. The complexity and breadth of responsibility for the chief executive officers varies between these different organizational structures. The three major organizational configurations are:

- 20 multi-college districts administered by chancellors;
- 56 colleges in multi-college districts administered by presidents; and,
- 51 single colleges in single-college districts administered by superintendent/presidents as chief executive officers.

Because of the differences in organizational structure among the community colleges and the variations in the chief executives' responsibilities, the information is presented for three groups of chief executives (corresponding to the three organizational arrangements found among the community colleges). We looked at 71 districts and 106 accredited colleges.

Chancellors of Multi-College Districts: The highest total compensation for a chancellor of a multi-college district is $186,200 in the Peralta Community College District. The lowest compensation for a chancellor in this area is $135,000 in the San Mateo Community College District. The average compensation for the 20 chancellors of multi-college districts is $154,477.

College Presidents in Multi-College Districts: The total compensation of the 56 presidents of individual colleges within multi-college districts range from $101,106 at Porterville College to $126,911 at American River and Sacramento City Colleges. The 56 college presidents average total compensation is $116,749.

Superintendents/Presidents of Single-College Districts: The highest compensation received by a superintendent/president is $189,140 at the San Francisco Community College District. The lowest compensation of $99,760 is received by the superintendent/presidents at Taft College. The average compensation for the 51 superintendent/presidents is $129,676.

California Community Colleges

Three-Year Comparison

District/College	1997-98	1998-99	1999-00
Allan Hancock	$103,175	$107,245	121,478
Antelope Valley	106,090	112,284	117,241
Barstow	100,000	100,000	108,938
Butte-Glenn	119,285	114,242	127,568
Cabrillo	110,217	116,055	137,589
Cerritos	125,785	142,361	151,000
Chabot-Las Positas	137,000	149,640	154,061
Chabot	108,000	114,192	121,524
Las Positas	110,000	116,600	123,800
Chaffey	123,400	124,000	152,234
Citrus	127,656	140,000	149,613
Coast	133,240	138,750	150,000
Coastline	103,915	108,072	111,315
Golden West	105,600	108,072	109,432
Orange Coast	99,131	106,293	109,432
Compton	108,000	100,000	110,000
Contra Costa	120,640	158,514	184,343
Contra Costa	128,979	136,024**	124,804
Diablo Valley	108,736	117,484	124,804
Los Medanos	108,736	117,484	124,804
Desert (College of)	103,462	117,540	126,751
El Camino	125,870	138,500	150,500
Feather River	95,309	99,216	103,000
Foothill-DeAnza	137,957	144,165	144,165
DeAnza	115,000	119,639	119,639
Foothill	114,487	119,639	119,639
Fremont-Newark/Ohlone	117,869	132,476	141,980
Gavilan	103,000	104,000	108,000
Glendale	127,500	127,500	133,000
Grossmont-Cuyamaca	116,000	138,000	148,105
Cuyamaca	106,939	116,433	120,588
Grossmont	106,900	116,433	120,807
Hartnell	103,859	108,678	123,065
Imperial	104,500	110,000	113,300
Kern	120,833	133,576*	135,000
Bakersfield	112,277	107,751	109,907
Cerro Coso	102,339	102,339	103,183
Porterville	98,213	101,160	101,160
Lake Tahoe	95,411	99,227	114,000
Lassen	96,000	96,000*	138,000

* Interim or Acting

** Serving in a dual role.

Three-Year Comparison (*Continued*)

District/College	1997-98	1998-99	1999-00
Long Beach	$139,100	142,125	144,129
Los Angeles	140,000	140,000*	165,000
East Los Angeles	102,000	109,190	121,259
Los Angeles City	98,932	102,418	121,259
Los Angeles Harbor*	103,000	109,189*	103,272*
Los Angeles Mission*	104,871	110,000	107,023*
Los Angeles Pierce	102,765	108,329*	121,259
Los Angeles Southwest*	104,871	110,547*	121,259*
Los Angeles Trade-Tech.	102,500	107,913	119,115
Los Angeles Valley	104,871	110,123	121,259
West Los Angeles	104,871	104,962*	121,259
Los Rios	145,584	153,591	161,854
American River	113,301	121,180	126,911
Cosumnes River	111,295	119,052	124,704
Sacramento City	114,303	122,243	126,911
Marin (College of)	109,000	117,000	123,200
Mendocino-Lake	92,652	101,872	113,282
Merced	105,800	110,032	113,804
MiraCosta	115,047	125,233	137,638
Monterey Peninsula	105,070	115,632	123,101
Mt. San Antonio	137,700	142,044	151,250
Mt. San Jacinto	101,983	96,000*	124,200
Napa Valley	114,432	125,328	120,000
North Orange	139,930	139,930	165,000
Cypress	97,000	103,164	108,322
Fullerton	97,786	103,164	108,322
Palo Verde	92,500	100,000	101,500
Palomar	120,693	131,201	168,552
Pasadena	127,828	127,828	135,561
Peralta	132,498	179,500	186,200
Alameda	98,073	109,012	113,431
Laney	94,951	108,400	113,431
Merritt	109,000	112,161	113,431
Vista	94,951	97,771	113,431
Rancho Santiago	130,000	136,500	151,389
Santa Ana College	108,862	112,128*	115,421
Redwoods (College of the)	110,638	129,554	116,054
Rio Hondo	120,000	128,000	131,610
Riverside	131,637	145,129	145,129
San Bernardino	131,668	136,408	141,046
Crafton Hills	105,838	108,466	110,934
San Bernardino Valley	105,900	108,000	118,294

* Interim or Acting

Three-Year Comparison (*Continued*)

District/College	1997-98	1998-99	1999-00
San Diego	150,000	155,000	156,209
San Diego City	112,140	115,800	120,000
San Diego Mesa	117,140	115,800	126,596
San Diego Miramar	112,140	195,000*	110,000
San Francisco	$172,000	$178,002	189,140
San Joaquin Delta	125,177	125,177	129,200
San Jose-Evergreen	142,600	136,246	162,017
Evergreen Valley	vacant	116,902	112,200
San Jose City	100,018	118,967	123,700
San Luis Obispo/Cuesta	99,397	113,996	124,500
San Mateo County	125,000	128,750	135,612
Canada	107,100	110,316	103,860
San Mateo	107,100	113,628	110,676
Skyline	107,100	113,628	113,000
Santa Barbara	115,406	117,949	129,868
Santa Clarita/Canyons	138,000	122,740	156,240
Santa Monica	127,700	153,587	153,587
Sequoias (College of the)	121,325	126,905	131,867
Shasta-Tehama-Trinity	112,809	116,983	116,983
Sierra	116,138	129,752	129,450
Siskiyous (College of the)	100,934	104,424	111,259
Solano County	107,580	108,567	113,730
Sonoma County/Santa Rosa	125,382	129,394	135,812
South Orange	130,000	150,000	152,115
Irvine	99,013	105,269	113,572
Saddleback	104,113	101,251	108,764
Southwestern	116,904	116,904	135,000
State Center	144,445	147,792	148,000
Fresno	110,880	114,558	122,175
Reedley	110,880	114,558	122,175
Ventura County	142,803	151,794	155,437
Moorpark	110,000	116,000	123,946
Oxnard	110,000	116,000	124,000
Ventura	110,000	116,926	125,000
Victor Valley	113,732	119,000	121,441
West Hills	111,942	111,942	137,500
West Kern/Taft	95,615	97,745	99,570
West Valley-Mission	136,446	136,446*	141,905
Mission	112,716	93,516*	110,496
West Valley	109,433	117,000	120,742
Yosemite	134,000	136,965	152,080
Columbia	97,821	105,297	118,135
Modesto Junior	102,900	105,297	118,135
Yuba	105,217	115,065	125,596

* Interim or Acting

Summary of the Compensation for Chief Executives California Community Colleges

1997-98 to 1999-00

Chancellors of Multi-College Districts

	Average	% Change	Lowest	Highest
1997-98	$134,277	5.7%	$116,000	$150,000
1998-99	$144,578	7.7%	$128,750	$179,500
1999-00	$154,477	6.8%	$135,000	$186,200

College Presidents of Multi-College Districts

	Average	% Change	Lowest	Highest
1997-98	$106,710	5.9%	$94,951	$128,979
1998-99	$111,286	4.3%	$93,516	$136,024
1999-00	$116,749	4.9%	$101,160	$126,911

Superintendents/Presidents of Single-College Districts

	Average	% Change	Lowest	Highest
1997-98	$114,242	5.6%	$92,500	$172,000
1998-99	$119,891	4.9%	$96,000	$178,002
1999-00	$129,676	8.2%	$99,670	$189,140

Designated Compensation for California Community Colleges Chancellor's Office Executive Staff

Three-Year Comparison

Position	1997-98	1998-99	1999-00
Chancellor (*Exempt*)	144,996	149,340	169,860
Deputy Chancellor (*Exempt*)	Vacant	111,180	118,524
Vice Chancellor, Administration and Fiscal Policy (*Exempt*)	98,652	101,616	108,324
Vice Chancellor, Legal Affairs and Contracts (*CEA*)	80,376	82,788	97,296
Vice Chancellor, Human Resources (*Exempt*)	100,500 IJE**	86,472	99,696
Vice Chancellor, Curriculum Services and Instructional Resources (*CEA*)	Merged*	-------	-------
Vice Chancellor, Economic Development and Vocational Education (*Exempt*)	Merged*	-------	-------
Vice Chancellor, Educational Services and Economic Development* (*Exempt*)	90,792	94,405 IJE**	99,696
Vice Chancellor, Policy Analysis and Development (*CEA*)	Merged*	-------	-------
Vice Chancellor, Management Information Services (*CEA*)	Merged*	-------	-------
Vice Chancellor, Policy Analysis and Management Information Services* (*CEA*)	84,612	91,272	96,780
Vice Chancellor, Student Services and Special Programs (*Exempt*)	90,792	99,164 IJE**	99,696
Vice Chancellor, Governmental Relations and External Affairs (*CEA*)	73,308	90,792	-------
Director, Internal Affairs	73,080	91,272	-------
Director, Internal Operations	-------	-------	80,494
Director, Special Projects	71,520	-------	-------
Special Advisor to the Chancellor	-------	90,792 IJE**	-------
Director, System Advancement and Resource Development	86,628 IJE**	73,668	-------
Mean Salary of Executive Staff	85,003	91,061	$100,063

* Two divisions were merged into one.

** Interjurisdictional exchange agreements.

The comparison for the executives in the Chancellor's Office range from $80,494 to $169,860. There is a combination of civil service, exempt positions, and persons hired on interjurisdictional exchange agreements.